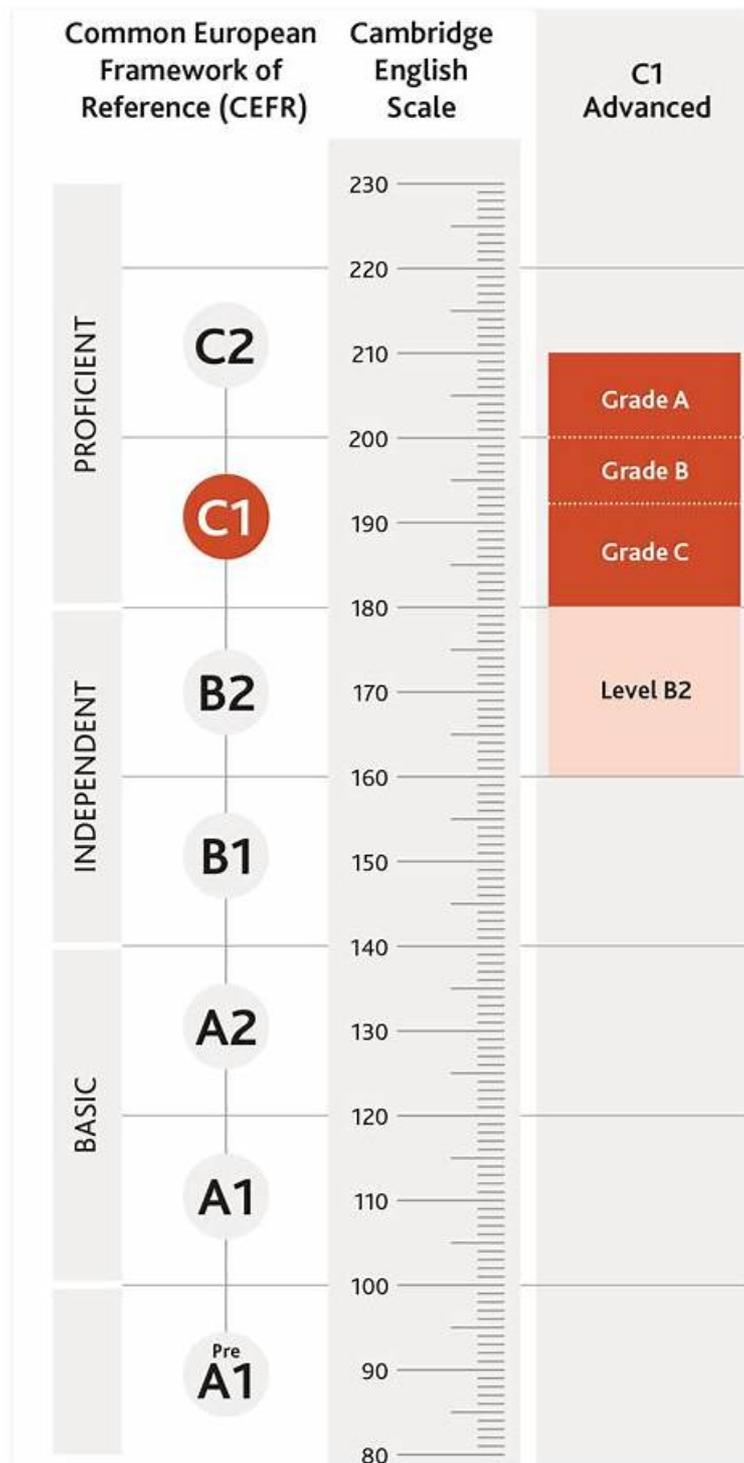


# Reliable C1 Test Review - C1 Exam Papers



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WorldatWork C1 (Regulatory Environments for Compensation Programs) Certification Exam is a highly respected certification program designed for HR and compensation professionals who wish to demonstrate their expertise in the complex regulatory environments that affect compensation programs. The program is administered by WorldatWork, a leading association in the field of total rewards, and is recognized globally as a standard of excellence.

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WorldatWork C1 (Regulatory Environments for Compensation Programs) Certification Exam is designed to assess an individual's knowledge and understanding of the legal and regulatory environment that governs compensation programs. C1 Exam is intended for professionals who are responsible for designing, implementing, or administering compensation plans and programs within organizations.

## **WorldatWork Regulatory Environments for Compensation Programs Sample Questions (Q18-Q23):**

### **NEW QUESTION # 18**

Which of the following best describes present value?

- A. The current value of holdings and how much it will grow over time at a given rate of return
- B. The difference between the desired value in the future and the current value as a percentage of the desired value
- **C. The desired value in the future and what needs to be invested today to realize that amount**
- D. The current value of holdings

**Answer: C**

### **NEW QUESTION # 19**

The Alpha company ships an order to a customer on March 1st and invoices the customer for the product with the shipment, with payment terms of net 30 days. The customer's payment is received on April 5th. The payment clears the bank and shows on Alpha's account on April 8th. If Alpha is using accrual accounting, when does it record the revenue for this sale?

- A. March 31st
- B. April 5th
- **C. March 1st**
- D. April 8th

**Answer: C**

### **NEW QUESTION # 20**

Which of the following is the earnings available to equity owners after paying debt and taxes?

- A. Operating profit
- **B. Net income**

- C. EPS
- D. EBIT

**Answer: B**

#### NEW QUESTION # 21

Why are lump-sum increases generally used?

- A. To reward employees under short-term incentive plans
- B. To elevate employees who are below the midpoint in the range
- C. To make up for benefits not provided by the organization
- **D. To control annual fixed costs from base pay adjustments**

**Answer: D**

#### NEW QUESTION # 22

Regarding cost analysis of compensation expense, which job is most likely to incur fixed costs for the company?

- A. Account executive
- B. Production worker
- C. IT contractor
- **D. HR Director**

**Answer: D**

#### NEW QUESTION # 23

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